

DIRECTOR OF IMPACT



JOB DESCRIPTION

DATE APPROVED: MAY 2025

Employer:	Adara Development (Australia)
Location:	Sydney, Australia
Employment status:	Full time
Reports to:	CEO, Adara Development
Direct reports:	Senior Research Monitoring Evaluation and Learning Manager Senior Clinical Support Manager Knowledge Sharing Manager (Nepal) Knowledge Sharing Manager (Uganda)

OVERALL JOB GOAL

The Director of Impact provides strategic leadership and oversight of Adara's Research, Monitoring, Evaluation & Learning (**RMEL**), Knowledge Sharing, and Clinical Support functions. This pivotal role ensures that evidence drives every aspect of Adara's work, fostering a culture of learning, accountability, and excellence across our Maternal Newborn Child Health (**MNCH**) and Remote Community Development (RCD) programmes. As a senior leader on the Global Leadership Team, the Director of Impact will help shape Adara's strategic direction, expand the organisation's global impact through the sharing of knowledge and evidence, and champion high-impact practices that deliver lasting, measurable change for the communities we serve.

KEY RESPONSIBILITIES

The major responsibilities for the Director of Impact are as follows:

1. Strategic Leadership:

- Lead the development and implementation of a comprehensive impact strategy.
- Provide visionary leadership to the RMEL, Knowledge Sharing, and Clinical Support teams, fostering a culture of excellence and accountability.
- Support the effective implementation of Adara's MNCH and RCD programmes to ensure they are grounded in best practices and evidence-based approaches.
- Facilitate cross-departmental integration, serving as a key link between MNCH, RCD, and other teams to enhance efficiency, ensure compliance, and strengthen programme connections.
- Develop and deliver biannual reports to the Adara Global Board, providing key insights on performance, impact, and risk management to inform strategic decisions.
- Work with the Legal & Risk team to identify potential risks related to programme implementation and ensure effective mitigation plans are in place.
- Manage and strengthen Adara's safeguarding obligations.

2. Research, Monitoring & Evaluation and Learning (RMEL):

- Lead and manage the Senior RMEL Manager team to ensure best practice monitoring of Adara's programmes.
- Support the development and execution of the annual RMEL strategy to align with organisational goals and global standards.
- Promote a strong research culture by encouraging rigorous research methodologies that contribute to the evidence base in MNCH and RCD programmes.

-
- Ensure robust monitoring, evaluation, and learning processes are in place across Adara, so that data and research findings directly contribute to programme design, outcome reporting, and provide tangible benefits to the communities we support.
 - Foster partnerships with academic and research institutions to enhance the quality and impact of Adara's research initiatives.
 - Ensure the accurate and timely reporting of programme activities, research outcomes, and evaluation data to relevant teams and stakeholders, ensuring that data for proposals, grants, donor reports and other external reporting is timely, relevant, and precise.

3. Clinical Support:

- Lead and manage the Senior Clinical Support Manager to ensure excellence in Adara's health programmes globally.
- Support the Senior Clinical Support Manager to:
 - Provide clinical guidance and support to Adara's health teams, ensuring that all health programmes adhere to evidence-based best practices and the latest clinical and public health standards.
 - Develop and implement best practice clinical training materials, teaching resources, policies, and guidelines to enhance the capacity of healthcare providers across Adara's programmes.
 - Provide medical advisory service to Adara or Kiwoko staff, as needed.

4. Knowledge Sharing & Strategic Partnerships

- Lead the development and execution of Adara's global Knowledge Sharing (KS) strategy, ensuring alignment with organisational goals and maximising influence across sectors and geographies.
- Lead and manage the Knowledge Sharing Managers in Nepal and Uganda, driving a high-performing, impact-focused KS function.
- Oversee the production of high-quality knowledge assets—including tools, case studies, publications, and multimedia content—tailored to diverse audiences and designed to drive uptake and implementation.
- Ensure the effective dissemination of insights and evidence from Adara's work at local, national, regional, and global levels, positioning Adara as a thought leader in MNCH and RCD.
- Foster collaboration and learning with external partners, promoting the adoption of evidence-based practices and elevating Adara's visibility and credibility on global platforms.

5. Member of the Global Leadership Team

- The Global Leadership Team plays a critical role in shaping the strategic direction, performance, and impact of Adara. Their responsibilities encompass a broad spectrum of leadership, governance, and organisational management to ensure long-term success and sustainability, including:
 - overseeing the development of the organisational strategic plan and objectives that align with Adara's mission and values.
 - ensuring operational excellence, efficiency and effectiveness across all functional areas.
 - leading the organisation through crises with effective decision-making and communication.
 - establishing and implementing effective governance structures, policies, and decision-making processes.
 - fostering a culture of leadership excellence, continuous learning, and collaboration.
 - identifying potential risks and challenges and develop strategies to mitigate them and ensuring that risk management practices are integrated into decision-making processes.
 - representing Adara at high-level meetings, conferences, and events, promoting our mission and impact.

QUALIFICATIONS AND EXPERIENCE

- Advanced Degree (Master's or PhD) in a relevant discipline (public health, international development, midwifery, etc.).
- Proven track record of successfully managing large-scale development programs and initiatives.
- 10+ years of experience in senior roles within global health, international development, or a related field, with a focus on MNCH or RCD programmes.
- Proven expertise in designing, conducting, and analysing research. Familiarity with research methodologies and evidence-based practices.
- Experience in capturing, curating, and sharing knowledge in accessible and impactful ways across diverse audiences.
- Extensive experience in senior leadership roles, with a proven ability to lead and manage multidisciplinary teams, including remote teams across different geographic regions.
- Clinical background (e.g., MD, RN, or similar) or public health qualifications (e.g., MPH, DrPH) would be an advantage.
- Fluency in Luganda or Nepali would be an advantage.

COMPETENCIES

- Comfortable working at both strategic and operational level.
- Strong attention to detail and exceptional accuracy in work.
- Strong interpersonal skills with the ability to work collaboratively with cross-functional teams and global stakeholders.
- Demonstrated ability to translate complex information into actionable insights and foster organisational learning.
- Demonstrated ability to build and maintain effective partnerships.
- Exceptional written and verbal communication skills, with the ability to convey complex ideas to a wide range of audiences, including high-level stakeholders, partners, and community members.
- Experience in preparing and managing budgets
- Ability to prioritise important issues and execute decisions calmly and decisively.
- Interest, passion and commitment to social justice and international development.
- Ability to work cross-culturally across different time zones, sometimes out of regular business hours.
- Have an ability to produce outstanding work to a deadline.
- Be willing, fit, and able to travel internationally, possibly several times a year for up to 4 weeks at a time.
- Be willing to undergo police check, as you may be working with children when on project sites.

LOCATION

Adara is committed to the wellbeing and safety of our teams around the world. We support flexible working arrangements, with all team members equipped to work productively from home as well as from a physical office space. For this role, the successful candidate will be expected to work from our Sydney office a minimum of two days per week.

The Adara Group is a child safe organisation.

THE ADARA GROUP

OUR CULTURE AND VALUES

WE, THE ADARA FAMILY, UPHOLD THESE VALUES AT ALL TIMES...

COMPASSION

- Our reason to be is to provide support to vulnerable women, children and their communities living in extreme poverty
- We believe everyone has a right to health and education services no matter where they live

TEAM WORK

- We work as a team and we support each other
- We are open, honest and kind
- Failure and mistakes are OK – this is how we learn and grow
- We make Adara a happy and productive place to work

MUTUAL RESPECT

- We listen to other people's point of view
- We celebrate and promote diversity
- We abhor discrimination in any form

INTEGRITY AND EXCELLENCE

- We act with deep respect, integrity and humility
- We strive to be fair to everyone on the team
- We work to a standard of excellence

PASSION

- We work hard
- We laugh and we have fun
- We are optimistic and positive
- We don't count hours: we measure outcomes

UNCONVENTIONALITY

- We think outside the box
- We are not afraid to be different